

Federal Flexible Spending Accounts (FSA) 2007 Open Season

November 13, 2006 to December 11, 2006

The Federal Flexible Spending Account (FSA) program is a pretax benefit program that is offered to eligible Federal Employees through a FSA Open Season held in conjunction with the Federal Employees Health Benefits (FEHB) Open Season from mid-November to mid-December each year.

How does it work?

FSAs offer tax savings by allowing you to pay for out-of-pocket expenses with pre-tax money. Without a FSA, you would still pay for these expenses, but you would do so using money remaining in your paycheck after federal (and often state and locality) taxes are deducted. There are three types of FSAs available:

- **The Health Care Flexible Spending Account (HCFSA)** is used to pay for eligible health care expenses not covered by the FEHB Program, the new Federal Employees Dental and Vision Insurance Program, or any other insurance. Expenses such as co-payments, co-insurance, deductibles, over-the-counter medicines, medical supplies, prescription drugs, vision and dental care, even shipping and handling charges for mail-order prescriptions and eligible over-the-counter items are covered.
- **The Limited Expense Health Care FSA (LEX HCFSA)** is designed for individuals who are enrolled in or covered under a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Under IRS rules, you cannot enroll in a general purpose HCFSA and an HSA at the same time. But you CAN enroll in a LEX HCFSA and an HSA at the same time. A LEX HCFSA limits coverage to eligible dental and vision expenses not covered by other insurance.
- **A Dependent Care FSA (DCFSA)** is used to pay for childcare and/or adult dependent care expenses that are necessary to allow you and your spouse (if married) to work, look for work or attend school full-time. You, and your spouse if married, must have earned income during the year in order to be eligible.

How Do I Enroll?

You **must** enroll during the upcoming Open Season (November 13 - December 11). If you want to participate in 2007 you **MUST RE-ENROLL**. Enrollments do NOT carry forward year-to-year.

FSA elections are **completely voluntary**. To enroll visit: <http://www.fsafeds.com/fsafeds/Warning.asp>. Once you submit a benefit election, your FSA is irrevocable for that Benefit Period unless you experience a [Qualified Life Event](#). For more information on Qualifying Life Events visit: <http://www.fsafeds.com/forms/qscfact.pdf>

When Will the FSA be Effective?

The Benefit Period begins January 1, 2007 and ends March 15, 2008. Any money you elect to set aside in a flexible spending account for a given Benefit Period may be used only for eligible expenses you incur for services received during that Benefit Period.

How Do I Learn More?

Visit <https://www.fsafeds.com/fsafeds/eligibleexpenses.asp> to view eligible health care services, products and expenses. Visit <http://www.fsafeds.com/fsafed/index.asp> or <http://www.fsafeds.com/fsafeds/faq.asp> for more information on Flexible Spending accounts.

Any questions concerning this notice, contact:
NSSC Customer Contact Center
1-877-NSSC123 or nssc-contactcenter@nasa.gov

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